determine the fitness of the employee and shall terminate his services during such period if he fails to demonstrate fully his qualifications for continued employment. The employee shall automatically acquire a merit status upon satisfactory completion of probation.

(d) An eligible selected from a register for other than a temporary or term appointment shall be given a Canal Area Career Appointment if:

(1) He is a Federal employee serving under a career appointment in the competitive service, a permanent appointment in the excepted service, or a Canal Area Career Appointment;

(2) He is a former Federal employee who once met the service requirement for a career appointment in the competitive service, a permanent appointment in the excepted service, a Canal Zone Career Appointment, or a Canal Area Career Appointment.

(e) An eligible selected from a register for career appointment shall be required to serve a probationary period, subject to the same conditions as apply to a career-conditional appointment.

§ 253.43 Temporary and term appointments.

(a) An agency may make temporary limited appointments for periods not in excess of 1 year, and term appointments for periods of more than 1, but not in excess of 4 years. In making such appointments, the agency will be guided by the instructions published for the competitive service in the Federal Personnel Manual. A person so appointed shall not acquire merit status by reason of such appointment.

(b) Term employees are required to serve a 1-year trial period, during which they shall be entitled to the same limited protection as is accorded probationers under the Panama Canal Employment System. In adverse actions, term employees are entitled to the rights accorded career and career-conditional employees under the Panama Canal Employment System except while they are serving the 1-year trial period and when the term appointment has expired.

§ 253.44 Noncompetitive appointments.

(a) Appointing officers may noncompetitively appoint a current Federal employee who has a merit status, a competitive status, or who is serving probation at the time of appointment. Appointing officers may noncompetitively reappoint a former Federal employee who has a merit status, a competitive status, or who was serving probation at the time of separation. Eligibility for such reappointment will be subject to the following conditions:

(1) Former Federal employees who have never completed the service requirement for Canal Zone or Canal Area career appointment or for career appointment in the competitive service may be reappointed only within 3 years following the date of their separation, except that periods of temporary employment shall serve to extend the three-year period. This time limit does not apply to former employees entitled to veteran preference.

(2) Former employees who have once completed the service requirement for Canal Zone or Canal Area career appointment or for career appointment in the competitive service may be reappointed without time limitation.

(b) Appointing officers may noncompetitively appoint an individual who is certified by the Director of ACTION as having served satisfactorily as a Volunteer or Volunteer Leader under the Peace Corps Act, or as a VISTA volunteer under the Economic Opportunity Act. Such appointments shall be made in accordance with the procedures and regulations in effect for the appointment of such persons to positions in the competitive service.

(c) A Student Trainee who has successfully completed his cooperative work-study program may be appointed noncompetitively to a position at grade 5 or grade 7 in the applicable Non-Manual schedule for which he meets the qualification requirements, with the exception of any written test requirements, in the field of work in which he received his training, provided:

(1) He has successfully completed all the requirements for a bachelor's degree, including any specialized courses required for the particular position for which he has been in training;